DISCOVER
YOUR
SPIRITUAL
GIFTS

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# WHO AM I?

Have you ever wondered if there is a special purpose for your life?

"**WHO AM I?**" is a question we all ask ourselves because it reflects a deep spiritual hunger for meaning and direction residing in every human heart.

Those of us who are Christians have no difficulty with rejecting the idea that God arbitrarily and thoughtlessly created human life, for we have experienced God's love as being personal and purposeful. We know that our lives have meaning, but how do we determine what it is? How can we come to know God's purpose for our lives? To discover that is to answer the age-old question, "**WHO AM I?**".

Perhaps the best clue to uncovering God's will for our lives is to discover the tools God has given each Christian to fulfill the meaning for which he or she was created. Those tools are called **"spiritual gifts".** Each gift is a specific expression or manifestation of the Holy Spirit and the Bible teaches that God has graciously embued every Christian — without exception — with the exact gift or "gift-mix" he or she requires to answer the question, "**WHO AM I?**".

The purpose of this workshop, **"DISCOVER YOUR SPIRITUAL GIFTS"**, is two-fold:

1. to assist you with the process of discovering which gifts God has given you to become the beautiful man or woman God had in mind when you were created

and

2. to demonstrate how your church can experience dramatic growth in quality of ministry and in numbers when members commit themselves to *discovering, developing* and *exercising* their spiritual gifts.

You'll find discovering your Spiritual Gifts an inspiring and life-shaping experience which will help you to begin enjoying the abundant life Jesus promises you!

# Five Steps Toward Discovering Your Spiritual Gifts

**Step 1.** **EXPLORE THE POSSIBILITIES** (Learn what the gifts are, what characterizes them, how they function in the body, etc.)

**Step 2.** **EXPERIMENT WITH AS MANY AS YOU CAN** (Don't be afraid to learn what gifts you **don't** have; it's just as important as knowing which ones you **do** have.)

**Step 3.** **EXAMINE YOUR FEELINGS** (Since **God** has put the body together, when we are functioning in the proper area, we will be more effective and feel more fulfilled.)

**Step 4.** **EVALUATE YOUR EFFECTIVENESS** (Gifts are given to produce **results** for growth in the body; exercising one's gift **will** produce—visibly—the result for which God designed the gift.)

**Step 5.** **EXPECT CONFIRMATION FROM THE BODY** (This may be the most important step. If you have a particular gift, other Christians will recognize it and let you know.)

# Biblical Teaching about Spiritual Gifts

**Let's use our Bibles and find out what is taught about Spiritual Gifts.**

A. What is the meaning of the "Body of Christ?" _____

_____

B. What system did God choose for the internal organization of the Body of Christ?

Not: _____

Not: _____

But: _____

C. What is a Spiritual Gift? _____

_____

_____

_____

D. How many people have Spiritual Gifts? _____

E. Why do you need to know about Spiritual Gifts?

1. They will benefit: _____

_____

2. They will benefit: _____

_____

3. They will help you know (Romans 12:1-6) _____

_____

4. Thus, three of the most important goals of your Christian life should be to:

a. D _____

b. D _____

c. U _____

F. What happens if I decide not to discover, develop and use my Spiritual Gift(s)?

1. I Peter 4:10 teaches that _____

_____

2. Matthew 25:14-30 teaches that:

a. If I use my gift well I am _____.

b. If I do not use my gift I am a _____.

G. Suppose everyone in our church decides to discover, develop and use their Spiritual Gift?

What will happen then?

1. Each member will _____

2. All members will _____

_____

_____

3. The whole body will _____

4. The church will _____

5. And, God will be _____

H. To this point, we have not been very specific as to what a Spiritual Gift might look like. Let's take some time then, and make a list of Spiritual Gifts.

# GIFTS

a. Romans 12:
(verses 6-8)

b. I Corinthians 12 adds:
(2 lists here:
verses 8-10, verse 28)

c. Ephesians 4 adds:
(verse 11)

d. Also: (other gifts identified as charismata

I Cor. 7:7

I Pet. 4:9

I Cor. 13:3

Eph. 3:1-9—
especially
verses 7-8)

(Note: The lists overlap at points; none is complete in itself. Perhaps the Scriptures do not specifically name every Spiritual Gift that is available. Other gifts which appear to fit our definition are intercession and exorcism.)

I. Now that we know the names of the Gifts, it is important to understand what Gifts are not.

1. Do not confuse Spiritual Gifts with: _____

_____

2. Do not confuse Spiritual Gifts with: _____

_____

3. Do not confuse gifts with: _____

_____

4. Do not confuse gifts with: _____

_____

J. One more thing. When you get a Gift, how long do you keep it? Is it a lifetime possession?

_____

1. The analogy of the bodily members.

2. God can give the Gifts one at a time.

3. Knowing that the Gifts are permanent gives us the opportunity to **develop** them.

K. The use of Gifts and roles.

1. Gifts are to be used in a _____
2. Roles are to be used in a _____

# Spiritual Gifts
## Modified Houts Questionnaire

For each statement below, CIRCLE to what extent that statement is true of your life:

| | MUCH (3) | SOME (2) | LITTLE (1) | NOT AT ALL (0) |
|---|---|---|---|---|
| 1. I have proclaimed God's truth in a way that at times irritated the "establishment" | 3 | 2 | 1 | 0 |
| 2. I have enjoyed the responsibility for the spiritual well-being of a group of Christians. | 3 | 2 | 1 | 0 |
| 3. I feel I could enable persons to learn biblical truths in detail. | 3 | 2 | 1 | 0 |
| 4. I have applied truth effectively in my own life. | 3 | 2 | 1 | 0 |
| 5. I have the ability to discover new truths for myself. | 3 | 2 | 1 | 0 |
| 6. I have verbally encouraged the wavering, the troubled, or the discouraged. | 3 | 2 | 1 | 0 |
| 7. I have clearly perceived the difference between truth and error. | 3 | 2 | 1 | 0 |
| 8. I desire to manage money well, in order to give liberally to the Lord's work. | 3 | 2 | 1 | 0 |
| 9. I have assisted leaders to relieve them for their essential job. | 3 | 2 | 1 | 0 |
| 10. I have a desire to work with those who have physical or mental problems, to alleviate their suffering. | 3 | 2 | 1 | 0 |

For each statement below, CIRCLE to what extent that statement is true of your life:

| | MUCH (3) | SOME (2) | LITTLE (1) | NOT AT ALL (0) |
|---|---|---|---|---|
| 11. I have adapted easily in a culture different from mine. | 3 | 2 | 1 | 0 |
| 12. I have led others to a decision for salvation through faith in Christ. | 3 | 2 | 1 | 0 |
| 13. I feel I could provide food and/or lodging graciously to those in need. | 3 | 2 | 1 | 0 |
| 14. I have had confidence that God would keep God's promises in spite of circumstantial evidence. | 3 | 2 | 1 | 0 |
| 15. I have a desire to persuade others to move toward achieving biblical objectives. | 3 | 2 | 1 | 0 |
| 16. I have been able to discern when to delegate important responsibility, and to whom to delegate it. | 3 | 2 | 1 | 0 |
| 17. In the name Jesus, I have been used to miraculously change circumstances, and God has been glorified. | 3 | 2 | 1 | 0 |
| 18. In the name Jesus, I have been used in curing diseases. | 3 | 2 | 1 | 0 |
| 19. I have spoken in tongues. | 3 | 2 | 1 | 0 |
| 20. I have interpreted messages given in tongues. | 3 | 2 | 1 | 0 |

For each statement below, CIRCLE to what extent that statement is true of your life:

| | MUCH (3) | SOME (2) | LITTLE (1) | NOT AT ALL (0) |
|---|---|---|---|---|
| 21. I have felt a sense of authority in relating to other Christians. | 3 | 2 | 1 | 0 |
| 22. I am celibate and enjoy it. | 3 | 2 | 1 | 0 |
| 23. I have had a sense for recognizing prayer needs before others. | 3 | 2 | 1 | 0 |
| 24. I feel I could face imprisonment or even death for my faith with confidence. | 3 | 2 | 1 | 0 |
| 25. I would enjoy being called upon to do special jobs around the church. | 3 | 2 | 1 | 0 |
| 26. Through God, I can reveal what will happen in the future. | 3 | 2 | 1 | 0 |
| 27. I have enjoyed relating to the same group of people over a long period of time, in their successes and their failures. | 3 | 2 | 1 | 0 |
| 28. I feel I could explain clearly the New Testament teaching about the health and ministry of the body of Christ. | 3 | 2 | 1 | 0 |
| 29. I can intuitively arrive at solutions to complicated problems. | 3 | 2 | 1 | 0 |
| 30. I have had insights of truth which brought conviction to other Christians. | 3 | 2 | 1 | 0 |

**For each statement below, CIRCLE to what extent that statement is true of your life:**

| | MUCH (3) | SOME (2) | LITTLE (1) | NOT AT ALL (0) |
|---|---|---|---|---|
| 31. I feel I could be an instrument for dislodging the complacent and redirecting the wayward to face spiritual reality. | 3 | 2 | 1 | 0 |
| 32. I have judged well between what is poor and what is good (or evil and good). | 3 | 2 | 1 | 0 |
| 33. I have given things or money cheerfully for God's work. | 3 | 2 | 1 | 0 |
| 34. I have sensed the need to help other people become more effective in their ministries. | 3 | 2 | 1 | 0 |
| 35. I have felt an unusual compassion for those with physical or spiritual needs. | 3 | 2 | 1 | 0 |
| 36. I feel I could learn another language well in order to minister to those in a different culture. | 3 | 2 | 1 | 0 |
| 37. I have shared joyfully how I was brought to Christ in a way that is meaningful to non-believers. | 3 | 2 | 1 | 0 |
| 38. I have provided a gracious haven for guests without the feeling of family interruption. | 3 | 2 | 1 | 0 |
| 39. I have received from God an unusual assurance that God will do the impossible to fulfill a special work. | 3 | 2 | 1 | 0 |
| 40. I know where I am going, and I have seen other Christians follow me. | 3 | 2 | 1 | 0 |

**For each statement below, CIRCLE to what extent that statement is true of your life:**

| | MUCH (3) | SOME (2) | LITTLE (1) | NOT AT ALL (0) |
|---|---|---|---|---|
| 41. I can organize ideas, people, resources, and time for more effective ministry. | 3 | 2 | 1 | 0 |
| 42. In the name of Jesus, I have cast out demons. | 3 | 2 | 1 | 0 |
| 43. In the name of Jesus, I have healed the emotionally disturbed. | 3 | 2 | 1 | 0 |
| 44. I have spoken an immediate message of God to God's people in a language I have never learned. | 3 | 2 | 1 | 0 |
| 45. I have interpreted tongues with the result that the body of Christ was edified, exhorted or comforted. | 3 | 2 | 1 | 0 |
| 46. I feel I could proclaim the gospel in a new area and see new groups of Christians formed. | 3 | 2 | 1 | 0 |
| 47. I am single and feel indifferent toward being in a sexual relationship or married. | 3 | 2 | 1 | 0 |
| 48. I take prayer requests more seriously than other Christians seem to. | 3 | 2 | 1 | 0 |
| 49. I do not feel fear about suffering physical persecution for my faith. | 3 | 2 | 1 | 0 |
| 50. I have been able to effectively take care of odd jobs around the church. | 3 | 2 | 1 | 0 |

## For each statement below, CIRCLE to what extent that statement is true of your life:

| | MUCH (3) | SOME (2) | LITTLE (1) | NOT AT ALL (0) |
|---|---|---|---|---|
| 51. I have communicated to others timely and urgent messages which I felt came directly from God. | 3 | 2 | 1 | 0 |
| 52. I tend to know intimately those I serve and guide, and to be known intimately by them. | 3 | 2 | 1 | 0 |
| 53. I can devote a great amount of time to learning new biblical truths to communicate to others. | 3 | 2 | 1 | 0 |
| 54. I have chosen from several biblical alternatives an option which usually worked. | 3 | 2 | 1 | 0 |
| 55. I feel I can acquire and master new facts and principles of Bible truth. | 3 | 2 | 1 | 0 |
| 56. I have urged others to seek a biblical solution to their affliction or suffering. | 3 | 2 | 1 | 0 |
| 57. I tend to look beneath the surface and examine people's motives. | 3 | 2 | 1 | 0 |
| 58. I feel deeply moved when confronted with urgent financial needs in God's work. | 3 | 2 | 1 | 0 |
| 59. I have enjoyed doing routine tasks that led to more effective ministry by others. | 3 | 2 | 1 | 0 |
| 60. I would enjoy visiting in hospitals and/or retirement homes, and would do fine in such a ministry. | 3 | 2 | 1 | 0 |

For each statement below, CIRCLE to what extent that statement is true of your life:

| | MUCH (3) | SOME (2) | LITTLE (1) | NOT AT ALL (0) |
|---|---|---|---|---|
| 61. I have been able to relate well to Christians of a different race, language, or culture. | 3 | 2 | 1 | 0 |
| 62. I have explained clearly that Jesus is the Saviour and have seen positive effect on the listener. | 3 | 2 | 1 | 0 |
| 63. I have a knack for making strangers feel at home. | 3 | 2 | 1 | 0 |
| 64. I can trust in the presence and power of God for the impossible. | 3 | 2 | 1 | 0 |
| 65. I would enjoy leading, inspiring, and motivating others to involve themselves in God's work. | 3 | 2 | 1 | 0 |
| 66. I have been able to make effective and efficient plans for accomplishing the goals of a group. | 3 | 2 | 1 | 0 |
| 67. God has intervened many times to do impossible things through my life. | 3 | 2 | 1 | 0 |
| 68. In the name of Jesus, I have successfully treated those who were spiritually sick. | 3 | 2 | 1 | 0 |
| 69. I can speak to God in a language I have never learned. | 3 | 2 | 1 | 0 |
| 70. I have prayed that I may interpret if someone begins speaking in tongues. | 3 | 2 | 1 | 0 |

**For each statement below, CIRCLE to what extent that statement is true of your life:**

| | MUCH (3) | SOME (2) | LITTLE (1) | NOT AT ALL (0) |
|---|---|---|---|---|
| 71. Other Christians have been willing to do what I say without asking many questions. | 3 | 2 | 1 | 0 |
| 72. I am glad I have more time to serve God because I am celibate and single. | 3 | 2 | 1 | 0 |
| 73. Prayer has been one of my favorite spiritual exercises. | 3 | 2 | 1 | 0 |
| 74. I feel confident that dying for my faith would not be the worst thing that could happen to me. | 3 | 2 | 1 | 0 |
| 75. I feel satisfaction in performing routine tasks for God's glory. | 3 | 2 | 1 | 0 |
| 76. I have a desire to speak direct messages from God that edify, exhort, or comfort others. | 3 | 2 | 1 | 0 |
| 77. I have helped needy Christians by guiding them to relevant portions of the Bible and praying with them. | 3 | 2 | 1 | 0 |
| 78. I feel I could communicate biblical truths to others and see resulting changes in knowledge, attitudes, values, or conduct. | 3 | 2 | 1 | 0 |
| 79. I have been able to perceive and apply biblical truth to the specific needs of the body of Christ. | 3 | 2 | 1 | 0 |
| 80. I have studied and read a great deal to learn biblical truths. | 3 | 2 | 1 | 0 |

For each statement below, CIRCLE to what extent that statement is true of your life:

| | MUCH (3) | SOME (2) | LITTLE (1) | NOT AT ALL (0) |
|---|---|---|---|---|
| 81. I have a desire to effectively counsel the perplexed, the guilty, or the addicted. | 3 | 2 | 1 | 0 |
| 82. I have accurately recognized whether a teaching is from God, from Satan, or of human origin. | 3 | 2 | 1 | 0 |
| 83. I am so confident that God will meet my needs that I give to God sacrificially and consistently. | 3 | 2 | 1 | 0 |
| 84. I am happy when others get credit for what I do. | 3 | 2 | 1 | 0 |
| 85. I would enjoy taking shut-ins out for a drive or assisting them in other practical ways. | 3 | 2 | 1 | 0 |
| 86. I feel I could enjoy living in a foreign country. | 3 | 2 | 1 | 0 |
| 87. I have a desire to speak messages which are primarily the gospel of salvation. | 3 | 2 | 1 | 0 |
| 88. I have a genuine graciousness toward and appreciation for the guests who come to my home. | 3 | 2 | 1 | 0 |
| 89. I have felt sure I knew God's specific will for the future growth of God's work, even when others have not been so sure. | 3 | 2 | 1 | 0 |
| 90. I have influenced others to accomplish a particular task or biblical purpose. | 3 | 2 | 1 | 0 |

**For each statement below, CIRCLE to what extent that statement is true of your life:**

| | MUCH (3) | SOME (2) | LITTLE (1) | NOT AT ALL (0) |
|---|---|---|---|---|
| 91. I am able to give directions to others and make decisions for them, rather than trying to persuade them to my way of thinking. | 3 | 2 | 1 | 0 |
| 92. I have been an instrument for God's supernatural change in lives and events. | 3 | 2 | 1 | 0 |
| 93. I have prayed for others so that healing occurred. | 3 | 2 | 1 | 0 |
| 94. When I give a public message in tongues, I expect it to be interpreted. | 3 | 2 | 1 | 0 |
| 95. I have interpreted tongues in a way that seemed to bless others. | 3 | 2 | 1 | 0 |
| 96. I have a desire to be sent out by a church to start new churches. | 3 | 2 | 1 | 0 |
| 97. I am single, but I have little difficulty controlling my sexual desires. | 3 | 2 | 1 | 0 |
| 98. God has consistently answered my prayers in tangible ways. | 3 | 2 | 1 | 0 |
| 99. I feel that terrorist threats of death would not shake my faith. | 3 | 2 | 1 | 0 |
| 100. I have been able to identify what needs to be done around the church and volunteer to help. | 3 | 2 | 1 | 0 |

For each statement below, CIRCLE to what extent that statement is true of your life:

| | MUCH (3) | SOME (2) | LITTLE (1) | NOT AT ALL (0) |
|---|---|---|---|---|
| 101. I have given messages of warning, judgement, or direction from God. | 3 | 2 | 1 | 0 |
| 102. I feel I can restore persons who have wandered away from their Christian community. | 3 | 2 | 1 | 0 |
| 103. I have trained Christians to be more obedient disciples of Christ. | 3 | 2 | 1 | 0 |
| 104. I have felt an unusual presence of God and personal confidence when important decisions needed to be made. | 3 | 2 | 1 | 0 |
| 105. I have been able to distinguish key and important facts of scripture. | 3 | 2 | 1 | 0 |
| 106. I have comforted Christians in their afflictions or sufferings in such a way that they felt helped or healed. | 3 | 2 | 1 | 0 |
| 107. I can see through a phony before his or her phoniness is clearly evident to most other people. | 3 | 2 | 1 | 0 |
| 108. I have been willing to maintain a lower standard of living in order to benefit God's work. | 3 | 2 | 1 | 0 |
| 109. I would be happy to be a teacher's aide in a Bible class. | 3 | 2 | 1 | 0 |
| 110. I would enjoy offering cheerful conversation to a lonely, shut-in person or someone in prison. | 3 | 2 | 1 | 0 |

For each statement below, CIRCLE to what extent that statement is true of your life:

| | MUCH (3) | SOME (2) | LITTLE (1) | NOT AT ALL (0) |
|---|---|---|---|---|
| 111. More than most, I have had a strong desire to see peoples of other countries won to Christ. | 3 | 2 | 1 | 0 |
| 112. I have a burden to seek out unbelievers in order to win them to Christ. | 3 | 2 | 1 | 0 |
| 113. I have desired to make my home available to those in God's service. | 3 | 2 | 1 | 0 |
| 114. I can trust in the reliability of God when all else looks dim. | 3 | 2 | 1 | 0 |
| 115. Others have followed me because I have had some expert knowledge which contributed to the edification of the church. | 3 | 2 | 1 | 0 |
| 116. I have enjoyed bearing the responsibility for the success of a group or organization. | 3 | 2 | 1 | 0 |
| 117. In the name of Jesus, I have been able to recover sight to the blind. | 3 | 2 | 1 | 0 |
| 118. I have prayed successfully for others for restoration of health apart from natural means. | 3 | 2 | 1 | 0 |
| 119. When I speak in tongues, I believe it is edifying to the body of Christ. | 3 | 2 | 1 | 0 |
| 120. I have interpreted tongues in such a way that the message appeared to be directly from God. | 3 | 2 | 1 | 0 |

For each statement below, CIRCLE to what extent that statement is true of your life:

| | MUCH (3) | SOME (2) | LITTLE (1) | NOT AT ALL (0) |
|---|---|---|---|---|
| 121. I have received a commission from Christians to exercise God-given authority among believers and unbelievers. | 3 | 2 | 1 | 0 |
| 122. I can really identify with Paul's desire for others to be celibate and single as he was. | 3 | 2 | 1 | 0 |
| 123. I desire to faithfully pray for others in ministry, since I recognize that their effectiveness depends upon it. | 3 | 2 | 1 | 0 |
| 124. I can identify with persecuted Christians who will not recant ("eat their words") to avoid imprisonment or death. | 3 | 2 | 1 | 0 |
| 125. I respond cheerfully when asked to do tasks, even if they seem menial. | 3 | 2 | 1 | 0 |

## MODIFIED HOUTS CHART

In the spaces below, insert the numerical value you circled on questions 1-125 to the right of their corresponding numbers shown here, ie: 3, 2, 1, or 0.
Then add up the five numbers (horizontally) leading to the **Spiritual Gift** listed at right and enter the total in the TOTAL column immediately preceding the gift.

| Value of answers | | | | | TOTAL | Gift |
|---|---|---|---|---|---|---|
| 1 | 26 | 51 | 76 | 101 | | PROPHECY |
| 2 | 27 | 52 | 77 | 102 | | PASTOR |
| 3 | 28 | 53 | 78 | 103 | | TEACHING |
| 4 | 29 | 54 | 79 | 104 | | WISDOM |
| 5 | 30 | 55 | 80 | 105 | | KNOWLEDGE |
| 6 | 31 | 56 | 81 | 106 | | EXHORTATION |
| 7 | 32 | 57 | 82 | 107 | | DISCERNING OF SPIRITS |
| 8 | 33 | 58 | 83 | 108 | | GIVING |
| 9 | 34 | 59 | 84 | 109 | | HELPS |
| 10 | 35 | 60 | 85 | 110 | | MERCY |
| 11 | 36 | 61 | 86 | 111 | | MISSIONARY |
| 12 | 37 | 62 | 87 | 112 | | EVANGELIST |
| 13 | 38 | 63 | 88 | 113 | | HOSPITALITY |
| 14 | 39 | 64 | 89 | 114 | | FAITH |
| 15 | 40 | 65 | 90 | 115 | | LEADERSHIP |
| 16 | 41 | 66 | 91 | 116 | | ADMINISTRATION |
| 17 | 42 | 67 | 92 | 117 | | MIRACLES |
| 18 | 43 | 68 | 93 | 118 | | HEALING |
| 19 | 44 | 69 | 94 | 119 | | TONGUES |
| 20 | 45 | 70 | 95 | 120 | | INTERPRETATION |
| 21 | 46 | 71 | 96 | 121 | | APOSTLE |
| 22 | 47 | 72 | 97 | 122 | | CELIBACY |
| 23 | 48 | 73 | 98 | 123 | | INTERCESSION |
| 24 | 49 | 74 | 99 | 124 | | MARTYRDOM |
| 25 | 50 | 75 | 100 | 125 | | SERVICE |

# Spiritual Gifts

## Definitions and Scripture References

| Gift | Reference |
|---|---|
| **PROPHECY**—The gift of prophecy is the special ability that God gives to certain members of the body of Christ to receive and communicate an immediate message of God to God's people through a divinely-anointed utterance. | I Cor. 12:10,28<br>Eph. 4:11-14<br>Romans 12:6<br>Luke 7:26<br>Acts 15:32<br>Acts 21:9-11 |
| **PASTOR**—The gift of pastor is the special ability that God gives to certain members of the body of Christ to assume a long-term personal responsibility for the spiritual welfare of a group of believers. | Eph. 4:11-14<br>I Timothy 3:1-7<br>John 10:1-18<br>I Peter 5:1-3 |
| **TEACHING**—The gift of teaching is the special ability that God gives to certain members of the body of Christ to communicate information relevant to the health and ministry of the body and its members in such a way that others will learn. | I Cor. 12:28<br>Eph. 4:11-14<br>Romans 12:7<br>Acts 18:24-28<br>Acts 20:20-21 |
| **WISDOM**—The gift of wisdom is the special ability that God gives to certain members of the body of Christ to know the mind of the Holy Spirit in such a way as to receive insight into how given knowledge may best be applied to specific needs arising in the body of Christ. | I Cor. 2:1-13<br>I Cor. 12:8<br>Acts 6:3-10<br>James 1:5-6<br>II Peter 3:15 |
| **KNOWLEDGE**—The gift of knowledge is the special ability that God gives to certain members of the body of Christ to discover, accumulate, analyze, and clarify information and ideas which are pertinent to the growth and well-being of the body. | I Cor. 2:14<br>I Cor. 12:8<br>Acts 5:1-11<br>Coloss. 2:2-3<br>II Cor. 11:6 |
| **EXHORTATION**—The gift of exhortation is the special ability that God gives to certain members of the body of Christ to minister words of comfort, consolation, encouragement, and counsel to other members of the body in such a way that they feel helped and healed. | Romans 12:8<br>I Timothy 4:13<br>Hebrews 10:25<br>Acts 14:22 |

| Gift | Reference |
| --- | --- |
| **FAITH**—The gift of faith is the special ability that God gives to certain members of the body of Christ to discern with extraordinary confidence the will and purposes of God for God's work. | I Cor. 12:9<br>Acts 11:22-24<br>Acts 27:21-25<br>Hebrews 11<br>Romans 4:18-21 |
| **LEADERSHIP**—The gift of leadership is the special ability that God gives to certain members of the body of Christ to set goals in accordance with God's purpose for the future and to communicate those goals to others in such a way that they voluntarily and harmoniously work together to accomplish those goals for the glory of God. | I Timothy 5:17<br>Acts 7:10<br>Acts 15:7-11<br>Romans 12:8<br>Hebrews 13:17<br>Luke 9:51 |
| **ADMINISTRATION**—The gift of administration is the special ability that God gives to certain members of the body of Christ to understand clearly the immediate and long-range goals of a particular unit of the body of Christ and to advise and execute effective plans for the accomplishment of those goals. | I Cor. 12:28<br>Acts 6:1-7<br>Acts 27:11<br>Luke 14:28-30 |
| **MIRACLES**—The gift of miracles is the special ability that God gives to certain members of the body of Christ to serve as human intermediaries through whom it pleases God to perform powerful acts that are perceived by observers to have altered the ordinary course of nature. | I Cor. 12:10,28<br>Acts 9:36-42<br>Acts 19:11-20<br>Acts 20:7-12<br>Romans 15:18-19<br>II Cor. 12:12 |
| **HEALING**—The gift of healing is the special ability that God gives to certain members of the body of Christ to serve as human intermediaries through whom it pleases God to cure illness and restore health apart from the use of natural means. | I Cor. 12:9,28<br>Acts 3:1-10<br>Acts 5:12-16<br>Acts 9:32-35<br>Acts 28:7-10 |
| **TONGUES**—The gift of tongues is the special ability that God gives to certain members of the body of Christ (a) to speak to God in a language they have never learned and/or (b) to receive and communicate an immediate message of God to God's people through a divinely-anointed utterance in a language they have never learned. | I Cor. 12:10,28<br>I Cor. 14:13-19<br>Acts 2:1-13<br>Acts 10:44-46<br>Acts 19:1-7<br>Mark 16:17 |

| Gift | Reference |
|---|---|
| **INTERPRETATION**—The gift of interpretation is the special ability that God gives to certain members of the body of Christ to make known in the vernacular the message of one who speaks in tongues. | I Cor. 12:10,30<br>I Cor. 14:13<br>I Cor. 14:26-28 |
| **DISCERNING OF SPIRITS**—The gift of discerning of spirits is the special ability that God gives to certain members of the body of Christ to know with assurance whether certain behavior purported to be of God is in reality divine, human, or Satanic. | I Cor. 12:10<br>Acts 5:1-11<br>Acts 16:16-18<br>I John 4:1-6<br>Matt. 16:21-23 |
| **GIVING**—The gift of giving is the special ability that God gives to certain members of the body of Christ to contribute their material resources to the work of the Lord with liberality and cheerfulness. | Romans 12:8<br>II Cor. 8:1-7<br>II Cor. 9:2-8<br>Mark 12:41-44 |
| **HELPS**—The gift of helps is the special ability that God gives to certain members of the body of Christ to invest the talents they have in the life and ministry of other members of the body, thus enabling those others to increase the effectiveness of their own spiritual gifts. | I Cor. 12:28<br>Romans 16:1-2<br>Acts 9:36<br>Luke 8:2-3 with Mark 15:40-41 |
| **MERCY**—The gift of mercy is the special ability that God gives to certain members of the body of Christ to feel genuine empathy and compassion for individuals (both Christian and non-Christian) who suffer distressing physical, mental, or emotional problems, and to translate that compassion into cheerfully-done deeds which reflect Christ's love and alleviate suffering. | Romans 12:8<br>Mark 9:41<br>Acts 16:33-34<br>Luke 10:33-35<br>Matt. 20:29-34<br>Matt. 25:34-40<br>Acts 11:28-30 |
| **MISSIONARY**—The gift of missionary is the special ability that God gives to certain members of the body of Christ to minister whatever other spiritual gifts they have in a second culture. | I Cor. 9:19-23<br>Acts 8:4<br>Acts 13:2-3<br>Acts 22:21<br>Romans 10:15 |
| **EVANGELIST**—The gift of evangelist is the special ability that God gives to certain members of the body of Christ to share the gospel with unbelievers in such a way that men and women become Jesus' disciples and responsible members of the body of Christ. | Eph. 4:11-14<br>II Timothy 4:5<br>Acts 8:5-6<br>Acts 8:26-40<br>Acts 14:21<br>Acts 21:8 |

| Gift | Reference |
| --- | --- |
| **HOSPITALITY**—The gift of hospitality is the special ability that God gives to certain members of the body of Christ to provide an open house and a warm welcome to those in need of food and lodging. | I Peter 4:9<br>Romans 12:9-13<br>Romans 16:23<br>Acts 16:14-15<br>Hebrews 13:1-2 |
| **APOSTLE**—The gift of apostle is the special ability that God gives to certain members of the body of Christ to assume and exercise general leadership over a number of churches with an extraordinary authority in spiritual matters which is spontaneously recognized and appreciated by those churches. | I Cor. 12:28<br>II Cor. 12:12<br>Eph. 4:11-14<br>Eph. 3:1-9<br>Acts 15:1,2<br>Gal. 2:7-10 |
| **CELIBACY**—The gift of celibacy is the special ability that God gives to certain members of the body of Christ to be celibate and enjoy it. | I Cor. 7:7,8<br>Matt. 19:10-12 |
| **INTERCESSION**—The gift of intercession is the special ability that God gives to certain members of the body of Christ to pray for extended periods of time on a regular basis and see frequent and specific answers to their prayers, to a degree much greater than that which is expected of the average Christian. | James 5:14-16<br>I Timothy 2:1-2<br>Coloss. 1:9-12<br>Coloss. 4:12-13<br>Acts 12:12<br>Luke 22:41-44 |
| **MARTYRDOM**—The gift of martyrdom is the special ability that God gives to certain members of the body of Christ to undergo suffering for the faith even to the point of death, while consistently displaying a joyous and victorious attitude which brings glory to God. | I Cor. 13:3<br>Acts 5:27-41<br>Acts 7:54-60<br>Acts 12:1-5<br>II Cor. 11:21-30<br>II Cor. 12:9-10 |
| **SERVICE**—The gift of service is the special ability that God gives to certain members of the body of Christ to identify the unmet needs involved in a task related to God's work, and to make use of available resources to meet those needs and help accomplish the desired results. | II Tim. 1:16-18<br>Romans 12:7<br>Acts 6:1-7<br>Titus 3:14<br>Gal. 6:2,10 |
| **EXORCISM**—The gift of exorcism is the special ability God gives to certain members of the body of Christ to cast out demons and evil spirits. | Matt. 12:22-32<br>Luke 10:17-20<br>Acts 8:5-8<br>Acts 16:16-18 |

| Gift | Reference |
| --- | --- |
| **VOLUNTARY POVERTY**—The gift of voluntary poverty is the special ability that God gives to certain members of the body of Christ to renounce material comfort and luxury and adopt a personal lifestyle equivalent to those living at the poverty level in a given society in order to serve God more effectively. | I Cor. 13:1-3<br>Acts 2:44-45<br>Acts 4:34-37<br>II Cor. 6:10<br>II Cor. 8:9 |

For a more complete description of the Spiritual Gifts listed herein, you may want to read the book by C. Peter Wagner, **Your Spiritual Gifts Can Help Your Church Grow**, available in Christian bookstores.

# NOW... WHERE DO I GO FROM HERE?

We hope that this workshop has been a stimulating and rewarding experience for you. The discovery of your God-given spiritual gifts is the first important step in becoming the whole, complete person God intends for you to be. The next step is to **develop** and **use** your gifts.

It is our prayer that you will actively seek out opportunities for spiritual development at Metropolitan Community Church by committing yourself to becoming a Lay Minister.

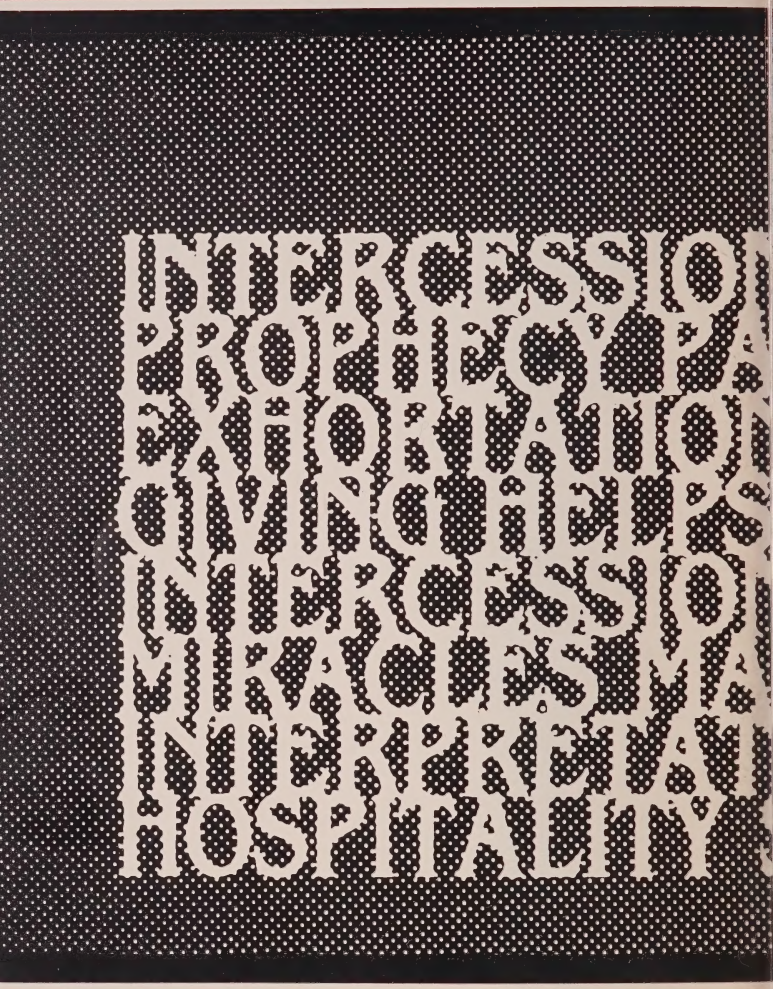
Lay Ministry is a vocation to which all Christians are called. Scripture tells us that a primary function of the Church is to "prepare God's people for the work of Christian service." (Ephesians 4:12)

Metropolitan Community Church is ready to help you respond to God's call to ministry.

**Are you prepared to become all that God intends for you to be?**

You have the tools and the opportunity; the choice is yours!

## NOTES:


INTERDEPENDENCE
PROFESSIONALISM
EXPLORATION
GIVING BACK
INTERDEPENDENCE
PARADIGMS
INTERDEPENDENCE
HOSPITALITY

# Grace-Gifts Discovery Inventory

Before you take this inventory, please consider four imperatives: (1) Pray sincerely for God's guidance. God wants you to know and use your gifts. (2) Do not relate these to your profession or occupation. (3) Do not consider how you relate to your family or what you do for your family. (4) Make every effort to rank all items *in relationship to* what you have done and experienced within the body of Christ, the church.

If you have no previous experience as a Christian or church member, consider this statement about each item: If I have the opportunity, time, and resources, this describes my inclination. (Then list one of the numbers described below.)

Rank (assign a value to) each of the following statements according to how it describes your experience or strong inclination—not how to make you look good: *Much* (3), *Some* (2), *Little* (1), or *None* (0). Write the number of the value in the blank to the right of the statement.

1. I have a special sense of right and wrong, justice and injustice, and need to express it to others. ____
2. I enjoy working with and spiritually caring for groups of persons. ____
3. It is easy for me to aid persons in learning relevant information about the Bible and Christian living. ____
4. What I understand as divine truth is easy for me to apply to daily living. ____
5. Discovering or recognizing spiritual meanings and divine principles comes easily for me. ____
6. I delight in working with and encouraging depressed or apathetic persons. ____
7. I intuitively spot what is real or phony in other people and situations. ____
8. It is easy and enjoyable to manage my income so that I may give liberally to God's work. ____

9. The needs of others, more than my own or my family's, excite me to Christian action. ____
10. Persons with problems and pain attract my attention more quickly than others without apparent needs. ____
11. Other cultures, races, and languages offer no hurdles for my Christian service. ____
12. I bring persons to Christ through my personal efforts. ____
13. I offer friendship and other services to strangers without hesitation and fear. ____
14. I know God actively and purposely works in every event and circumstance. ____
15. I enjoy showing others how they can work for God in the church and the community. ____
16. I am energized by and feel joy when organizing a project, working out details, and getting others in the right places to reach a goal. ____
17. I feel that suffering is one of God's ways of accomplishing a divine purpose in life. ____
18. My prayers are a source of healing for others. ____
19. I pray in words or thoughts that I don't understand. ____
20. I understand and can interpret what others say or pray in words or phrases they do not know as a language. ____
21. Leaving the comforts of home, friends, and my church to serve other Christians elsewhere appeals to me. ____
22. Do I ever wonder how spiritually rewarding it must be not to be married? ____
23. I have a special sense of knowing when others need my prayers. ____
24. I am willing and able to endure any hardship to demonstrate God's love and power to others. ____
25. I enjoy doing most anything for the church and others as long as it serves Christ's purposes. ____





26. I sing praises to God with tunes I've never heard or learned. ____
27. I have a special sense about whether church buildings honor God and aid Christian discipleship. ____
28. When someone is an obvious victim of an alien evil desire, I feel a strong need to pray for that person's deliverance in the name of Jesus. ____
29. I enjoy debating persons who discredit the value of the church or Christian faith and usually win their esteem. ____
30. I enjoy making others laugh. ____
31. I become aware of surprisingly powerful results from some things I do for God's work. ____
32. A fulfilling life, to me, should be simple and free from obligations that do not directly support kingdom living. ____
33. Definite information and insights about personal and social evils come to me for correcting and guiding the church. ____
34. I enjoy being with and serving the same people over long periods of time. ____
35. I find it easy and enjoyable to explain what the New Testament teaches about Christian living. ____
36. What appears to be a complicated problem for others, I intuitively understand and solve. ____
37. I have special insights to God's will for the church and righteous living that do not always come from studying the Bible or from having a formal education. ____
38. I inspire and motivate others to do things for their spiritual well-being. ____
39. Something inside stirs me to question whether some things are from God, human nature, or evil. ____
40. Giving my time, talents, energy, and money is a cheerful experience of Christian living. ____
41. The main reason I do things for others is to help them in their spiritual growth. ____

42. I have immediate compassion for persons who have spiritual, emotional, or physical pain. ____
43. Ministering to persons who are different from me would be an exciting ministry. ____
44. I get great joy from telling persons who have not professed Christ as Savior how he became my Savior and how he wants to become theirs. ____
45. I sense a special opportunity for ministry when my normal routine is interrupted by guests or strangers. ____
46. I have a blessed assurance that God is involved in everything, small or great, and is working out a divine plan. ____
47. I seem to be "out front" of others in faith ventures, and many follow my example. ____
48. Organizing ideas, people, resources, and schedules is easy and enjoyable for me. ____
49. I identify my pains and tragedies as sharing the suffering of our Lord. ____
50. Because of my specific prayers, certain unhealthy conditions change for the good. ____
51. I experience a spiritual presence and power when I pray or chant in a wordless form. ____
52. When others deliver inspired messages in words and sounds not known by the hearers, I am able to explain. ____
53. I yearn to go to new places to proclaim Christ and to help establish another group of believers. ____
54. I can be a whole person outside a social or legal bond with one person. ____
55. When I hear requests for prayers, I eagerly and immediately begin to pray. ____
56. The prospect of loss or gain because of my faith in Jesus Christ causes me no abiding concern. ____
57. I do most anything that needs to be done because everything is an opportunity to glorify God. ____





58. I easily discern when music is a performance rather than a spiritual aid to worship. ____
59. I recognize that religious symbols are essential for enhancing Christian fellowship and worship. ____
60. I know when there are conflicts between evil and good forces, and I feel that God wants to use me to eradicate the evil. ____
61. I have such strong feelings about the rightness of the church's role in the affairs of life, I stand ready to defend it at whatever cost. ____
62. It is easy for me to spot humor in most situations, even serious and painful ones. ____
63. I feel mysteriously connected to a divine power when doing ministries of Christ for others. ____
64. I enjoy having a minimal income and no debts so that my interests and energies may be put to Christ's use. ____
65. I am stirred by the modern relevance of biblical teachings and principles and must speak my mind about them. ____
66. I find sustained intimacies with a variety of people easy and enjoyable. ____
67. I devote much time to biblical and spiritual studies to share with others. ____
68. When I am faced with several options, my choices result in positive effects. ____
69. I understand and can connect different Bible stories and teachings without difficulty. ____
70. I consider it important that others gain strength and comfort from my ministries. ____
71. I am deeply disturbed when something seems wrong, and exuberant over what seems right, without any apparent reason for my judgment; eventually, my feelings prove correct. ____
72. When there is a call for donations, I feel excited enough to do all I can and, often, more. ____

73. Doing routine tasks is not dull or drudgery for me if it helps others in their spiritual journey. ____
74. Doing something for persons in nursing homes, hospitals, hospices, and other care-giving places satisfies me greatly. ____
75. I have something of value to contribute to peoples in socioeconomic, racial or language situations radically different from mine. ____
76. I have deeper feelings for people who need to know Christ as Savior than for regular church members who already know Christ. ____
77. I make strangers and newcomers comfortable in my presence. ____
78. To me, God's will is more important than either a deliverance from the unpleasant or an acquisition of the wonderful. ____
79. I have dreams and visions of new ministries that the church can offer, and I enjoy helping to set long-range goals for the church's ministries. ____
80. When I take on projects, my planning, detailing, and supervising result in people friendliness and smooth operation. ____
81. I see God's powerful love in my sorrow, hardships, pain, or loss. ____
82. God heals the physically, mentally, socially, financially, or spiritually sick through my efforts. ____
83. I feel spiritually right and normal to pray or to give praise to God with utterances unlike any language I know. ____
84. I delight in understanding and translating for others who speak with unintelligible words. ____
85. People accept what I say about spiritual matters without offering rebuttals. ____
86. The divine purpose of singleness is freedom to give more time to ministries for our Lord and his church. ____
87. Praying is my most enjoyable spiritual activity. ____





88. I am stubborn and unyielding in my insistence on what Christ means to me and to everyone. ____
89. I think of cleaning, typing, caring for buildings, ushering, baby-sitting, mowing, setting up chairs, and other acts as significant ways to worship God. ____
90. My music becomes a God-given means for preparing souls for a special anointing of grace. ____
91. I feel a special closeness to God when I build, make, or repair something related to the church and God's people. ____
92. At times I feel that my praying is a battlefield on which evil and good forces are battling for control over someone or some event. ____
93. I feel like a Christian solider at war with evil, not people. ____
94. I experience fun and entertainment as vital parts of the practice of Christian faith. ____
95. Though I do not intend it, extraordinary things occur when I assert special efforts for Christ and his church. ____
96. God does not want me to have worldly possessions so that the kingdom may claim my time and strength. ____
97. I experience urges to speak God's message that prove to be timely and needed by others. ____
98. I find it easy to carry a large amount of concerns for many persons with a variety of needs. ____
99. I enjoy arduous and long hours of study to make God's word plain and easy to understand for others. ____
100. The themes of love, righteousness, holiness, peace, and discipleship are easy for me to translate into practical acts of daily Christian living. ____
101. Meanings and overtones of biblical themes are more important than mere facts, names, or dates. ____
102. I urge others to believe their sufferings and trials will develop their patience, strength, and hope. ____

103. I easily detect spiritual truth and error when others see no cause to question the difference. ____
104. I do not care how the church uses my contributions, since what I give is unto God. ____
105. I am satisfied just to serve others, even if I never get recognized for what I do. ____
106. I actually feel the discomforts and pains of others, and I get relief only by doing something to relieve theirs. ____
107. I daydream about living and serving God among people of other nations, races, and cultures. ____
108. I believe that the primary purpose of the church is to win persons to Christ. ____
109. I really love meeting new people and learning about them, and I am eager to greet them to make them feel welcome. ____
110. I know God is real; though circumstances appear hard, cruel, and impossible to others, I relax in knowing that God is in control. ____
111. Others say that my influence has guided them to gain new directions and achievements in life. ____
112. All ministries should be amply planned, sufficiently staffed, and carried out to the fullest detail. ____
113. God uses my sorrows to bring about radical changes for the good of other persons and events. ____
114. Through my counseling, touch, or prayer, illnesses disappear. ____
115. In my private devotions, I pray both with words I understand and with utterances I don't understand. ____
116. I interpret messages from spiritual languages to build up the members of the church. ____
117. I enjoy spending lots of time visiting other churches to aid them in their services to Christ. ____
118. God gives special relief from sexual needs and frustrations to single persons. ____





119. I am moved to pray for others, even though I may not know them, and for conditions about which I know very little or nothing at the time. ____
120. I prefer dying painfully for Jesus Christ than dying painlessly without knowing him personally. ____
121. Because of a special closeness I feel to God when I do any kind of work for the church, I am quick to volunteer. ____
122. When I sing or play music, I feel spiritual energy flowing through me. ____
123. I am spiritually fulfilled when engaged in creative and artistic physical or manual work for the good of the church. ____
124. I need to know and to name the demonic force in order to pray or work effectively for its elimination. ____
125. I view the church as an army of the Lord and myself as a part of its special victory force. ____
126. I recognize amusing events and statements in the Bible that most people do not see. ____
127. I experience unexpected and unsolicited inner promptings to do some service for Christ and the church and learn later of unbelievable results. ____
128. I feel it is important for me to identify with the poor to build their confidence in my service to them. ____
129. I receive special insights for warnings, cautions, instructions, and encouragements to give to the church for its effectiveness and preservation. ____
130. I have special feelings for Christians who have strayed and for church members who are inactive. ____
131. It gives me pleasure to explain God's word in such a way that others learn how to live righteously. ____
132. I see God's will clearly and how to apply it to personal living and church ministries. ____

133. It is clear to me how biblical teachings relate to universal and timeless needs of human life. ____

134. Through my personal involvement, troubled, depressed, or confused persons receive strength and composure in the Lord. ____

135. I have a special sensing for false teachings, erroneous judgments, and insincere and dishonest behavior. ____

136. My giving as a Christian is determined not by my special interests, ability, or resources but by joy and gratitude. ____

137. People are so important to me that everything I do as a Christian must be done for their good. ____

138. I have strong inclinations toward people with troubles and special needs, and I get special joy from helping them. ____

139. My heart goes out to the unchurched, underprivileged, and others the church is not touching with its gospel of Christ. ____

140. While talking with anyone who appears not to be a Christian, I experience a strong desire to be the one to win him or her to Christ. ____

141. I do not mind and am not afraid to welcome unknown persons into my home. ____

142. Even when wrong prevails and situations threaten with hopelessness, I sense that God's blessing is forthcoming. ____

143. People seek me out to lead them in their faith ventures. ____

144. Carrying the responsibility for organizing group activities toward stated goals is something I enjoy and do well. ____

145. My witness in affliction and troubles has been used of God to lead others to experience the joy of Christ in their hardships. ____





146. Directly through my various efforts, healings occurred that did not come from natural or medical means. ____

147. Praying or praising God in wordless sounds and phrases gives me a sense of unhindered and intimate communication with God. ____

148. I receive direct clarifications of divine messages for the good of the church through persons who, to others, speak in unintelligible gibberish. ____

149. When I visit from church to church and have occasion to speak, I feel a sense of authority in spiritual matters that comes only from God. ____

150. Being single and enjoying it never discounts the value of marriage for others but frees me to serve the church more fully. ____

151. I feel urges to pray for others to be empowered for effective ministries. ____

152. Whatever the costs, I do not hesitate to tell others about God's love in Jesus Christ. ____

153. It does not matter how menial or mundane my task, my joy is doing it for Christ. ____

154. I can tell whether certain hymns and types of music are spiritually suitable for the occasion. ____

155. Engaging my manual skills for Christ and his church is a special form of prayer and ministry for me. ____

156. God uses my obedience to free others of evil forces. ____

157. I think of unbelievers not as enemies but as persons in need of a strong Christian influence and commander. ____

158. I use wholesome jokes and laughable statements to relieve others of pressure, anxiety, or suffering. ____

159. I feel mystically empowered by the presence of God when doing some things that others may consider insignificant, strange, or impossible. ____

160. Having little of this world's goods doesn't make me feel inferior to others or left out of God's grace. ____

## STEP II: MODIFIED HOUTS CHART

In the grid below, enter the numerical value of each of your responses next to the number of the corresponding statement on pages 2-8:

MUCH = 3 SOME = 2 LITTLE = 1 NOT AT ALL = 0

Then add up the five numbers that you have recorded in each row and place the sum in the "Total" column.

| Rows | Value of Answers | | | | | Total | Gift (see pp. 10-13) |
|---|---|---|---|---|---|---|---|
| Row A | 1 3 | 26 2 | 51 2 | 76 2 | 101 1 | 10 | PROPHECY |
| Row B | 2 3 | 27 3 | 52 3 | 77 0 | 102 2 | 11 | PASTOR |
| Row C | 3 3 | 28 2 | 53 3 | 78 2 | 103 2 | 12 | TEACHING |
| Row D | 4 2 | 29 0 | 54 2 | 79 2 | 104 2 | 8 | WISDOM |
| Row E | 5 3 | 30 1 | 55 3 | 80 3 | 105 2 | 12 | KNOWLEDGE |
| Row F | 6 2 | 31 1 | 56 1 | 81 2 | 106 2 | 8 | EXHORTATION |
| Row G | 7 1 | 32 2 | 57 2 | 82 1 | 107 2 | 8 | DISCERNING OF SPIRITS |
| Row H | 8 2 | 33 2 | 58 2 | 83 0 | 108 3 | 9 | GIVING |
| Row I | 9 3 | 34 1 | 59 2 | 84 1 | 109 1 | 8 | HELPS |
| Row J | 10 1 | 35 2 | 60 0 | 85 0 | 110 1 | 4 | MERCY |
| Row K | 11 2 | 36 1 | 61 1 | 86 1 | 111 0 | 5 | MISSIONARY |
| Row L | 12 1 | 37 2 | 62 2 | 87 0 | 112 0 | 5 | EVANGELIST |
| Row M | 13 1 | 38 3 | 63 2 | 88 3 | 113 2 | 11 | HOSPITALITY |
| Row N | 14 3 | 39 3 | 64 3 | 89 1 | 114 3 | 13 | FAITH |
| Row O | 15 1 | 40 2 | 65 2 | 90 3 | 115 3 | 11 | LEADERSHIP |
| Row P | 16 1 | 41 2 | 66 2 | 91 1 | 116 2 | 8 | ADMINISTRATION |
| Row Q | 17 2 | 42 0 | 67 3 | 92 2 | 117 0 | 7 | MIRACLES |
| Row R | 18 0 | 43 0 | 68 2 | 93 0 | 118 0 | 2 | HEALING |
| Row S | 19 0 | 44 0 | 69 0 | 94 0 | 119 0 | 0 | TONGUES |
| Row T | 20 0 | 45 0 | 70 0 | 95 0 | 120 0 | 0 | INTERPRETATION |
| Row U | 21 0 | 46 3 | 71 2 | 96 2 | 121 3 | 10 | APOSTLE |
| Row V | 22 0 | 47 0 | 72 0 | 97 2 | 122 0 | 2 | CELIBACY |
| Row W | 23 1 | 48 1 | 73 2 | 98 3 | 123 2 | 9 | INTERCESSION |
| Row X | 24 3 | 49 2 | 74 3 | 99 3 | 124 3 | 14 | MARTYRDOM |
| Row Y | 25 3 | 50 3 | 75 2 | 100 3 | 125 3 | 14 | SERVICE |

## MODIFIED HOUTS QUESTIONNAIRE

| For each statement, mark to what extent it is true of your life: MUCH, SOME, LITTLE, or NOT AT ALL. | (3) MUCH | (2) SOME | (1) LITTLE | (0) NOT AT ALL |
|---|---|---|---|---|
| 1. I have proclaimed God's truth in a way that at times irritated the "establishment." | 3 | | | |
| 2. I have enjoyed the responsibility for the spiritual well-being of a group of Christians. | 3 | | | |
| 3. I feel I could enable persons to learn biblical truths in detail. | 3 | | | |
| 4. I have applied truth effectively in my own life. | | 2 | | |
| 5. I have the ability to discover new truths for myself. | 3 | | | |
| 6. I have verbally encouraged the wavering, the troubled, or the discouraged. | | 2 | | |
| 7. I have clearly perceived the difference between truth and error. | | | 1 | |
| 8. I desire to manage money well in order to give liberally to the Lord's work. | | 2 | | |
| 9. I have assisted leaders to relieve them for their essential job. | 3 | | | |
| 10. I have a desire to work with those who have physical or mental problems, to alleviate their suffering. | | | 1 | |
| 11. I have adapted easily in a culture different from mine. | | 2 | | |
| 12. I have led others to a decision for salvation through faith in Christ. | | | 1 | |
| 13. I feel I could provide food and/or lodging graciously to those in need. | | | 1 | |
| 14. I have had confidence that God would keep His promises in spite of circumstantial evidence. | 3 | | | |
| 15. I have a desire to persuade others to move toward achieving biblical objectives. | | | 1 | |
| 16. I have been able to discern when to delegate important responsibility, and to whom to delegate it. | | | 1 | |
| 17. In the name of the Lord, I have been used to miraculously change circumstances, and He was glorified. | | 2 | | |
| 18. In the name of the Lord, I have been used in curing diseases. | | | | 0 |
| 19. I have spoken in tongues. | | | | 0 |

## MODIFIED HOUTS QUESTIONNAIRE

| For each statement, mark to what extent it is true of your life: MUCH, SOME, LITTLE, or NOT AT ALL. | (3) MUCH | (2) SOME | (1) LITTLE | (0) NOT AT ALL |
|---|---|---|---|---|
| 20. I have interpreted messages given in tongues. | | | | 0 |
| 21. I have felt a sense of autnority in relating to other Christians. | | | | 0 |
| 22. I am single and enjoy it. | | | | 0 |
| 23. I have had a sense for recognizing prayer needs before others. | | | 1 | |
| 24. I feel I could face imprisonment or even death for my faith with confidence. | 3 | | | |
| 25. I would enjoy being called upon to do special jobs around the church. | 3 | | | |
| 26. Through God, I can reveal what will happen in the future. | | 2 | | 0 |
| 27. I have enjoyed relating to the same group of people over a long period of time, in their successes and their failures. | 3 | | | |
| 28. I feel I could explain clearly the New Testament teaching about the health and ministry of the body of Christ. | | 2 | | |
| 29. I can intuitively arrive at solutions to complicated problems. | | | | 0 |
| 30. I have had insights of truth which brought conviction to other Christians. | | | 1 | |
| 31. I feel I could be an instrument for dislodging the complacent and redirecting the wayward to face spiritual reality. | | | 1 | |
| 32. I have judged well between what is poor and what is good (or evil and good). | | 2 | | |
| 33. I have given things or money cheerfully for the Lord's work. | | 2 | | |
| 34. I have sensed the need to help other people become more effective in their ministries. | | | 1 | |
| 35. I have felt an unusual compassion for those with physical or spiritual needs. | | 2 | | |
| 36. I feel I could learn another language well in order to minister to those in a different culture. | | | 1 | |
| 37. I have shared joyfully how Christ has brought me to Himself in a way that is meaningful to non-believers. | | 2 | | |

## MODIFIED HOUTS QUESTIONNAIRE

| For each statement, mark to what extent it is true of your life: MUCH, SOME, LITTLE, or NOT AT ALL. | (3) MUCH | (2) SOME | (1) LITTLE | (0) NOT AT ALL |
|---|---|---|---|---|
| 38. I have provided a gracious haven for guests without the feeling of family interruption. | 3 | | | |
| 39. I have received from God an unusual assurance that He will do the impossible to fulfill a special work. | 3 | | | |
| 40. I know where I am going, and I have seen other Christians follow me. | | 2 | | |
| 41. I can organize ideas, people, resources, and time for more effective ministry. | | 2 | | |
| 42. In the name of the Lord, I have cast out demons. | | | | 0 |
| 43. In the name of the Lord, I have healed the emotionally disturbed. | | | | 0 |
| 44. I have spoken an immediate message of God to His people in a language I have never learned. | | | | 0 |
| 45. I have interpreted tongues with the result that the body of Christ was edified, exhorted, or comforted. | | | | 0 |
| 46. I feel I could proclaim the gospel in a new area and see new groups of Christians formed. | 3 | | | |
| 47. I am single and feel indifferent toward being married. | | | | 0 |
| 48. I take prayer requests more seriously than other Christians seem to. | | | 1 | |
| 49. I do not feel fear about suffering physical persecution for my faith. | | 2 | | |
| 50. I have been able to effectively take care of odd jobs around the church. | 3 | | | |
| 51. I have communicated to others timely and urgent messages which I felt came directly from God. | | 2 | | |
| 52. I tend to know intimately those I serve and guide, and to be known intimately by them. | 3 | | | |
| 53. I can devote a great amount of time to learning new biblical truths to communicate to others. | 3 | | | |
| 54. I have chosen from several biblical alternatives an option which usually worked. | | 2 | | |
| 55. I feel I can acquire and master new facts and principles of Bible truth. | 3 | | | |

## MODIFIED HOUTS QUESTIONNAIRE

| For each statement, mark to what extent it is true of your life: MUCH, SOME, LITTLE, or NOT AT ALL. | (3) MUCH | (2) SOME | (1) LITTLE | (0) NOT AT ALL |
|---|---|---|---|---|
| 56. I have urged others to seek a biblical solution to their affliction or suffering. | | | 1 | 0 |
| 57. I tend to look beneath the surface and examine people's motives. | | 2 | | |
| 58. I feel deeply moved when confronted with urgent financial needs in God's work. | | 2 | | |
| 59. I have enjoyed doing routine tasks that led to more effective ministry by others. | | 2 | | |
| 60. I would enjoy visiting in hospitals and/or retirement homes, and would do fine in such a ministry. | | | | 0 |
| 61. I have been able to relate well to Christians of a different race, language, or culture. | | | 1 | |
| 62. I have explained clearly that Jesus is the Savior and have seen positive effect on the listeners. | | 2 | | |
| 63. I have a knack for making strangers feel at home. | | 2 | | |
| 64. I can trust in the presence and power of God for the impossible. | 3 | | | |
| 65. I would enjoy leading, inspiring, and motivating others to involve themselves in the Lord's work. | | 2 | | |
| 66. I have been able to make effective and efficient plans for accomplishing the goals of a group. | | 2 | | |
| 67. God has intervened many times to do impossible things through my life. | 3 | | | |
| 68. In the name of the Lord, I have successfully treated those who were spiritually sick. | | 2 | | |
| 69. I can speak to God in a language I have never learned. | | | | 0 |
| 70. I have prayed that I may interpret if someone begins speaking in tongues. | | | | 0 |
| 71. Other Christians have been willing to do what I say without asking many questions. | | 2 | | |
| 72. I am glad I have more time to serve the Lord because I am single. | | | | 0 |
| 73. Prayer has been one of my favorite spiritual exercises. | | 2 | | |

## MODIFIED HOUTS QUESTIONNAIRE

| For each statement, mark to what extent it is true of your life: MUCH, SOME, LITTLE or NOT AT ALL. | (3) MUCH | (2) SOME | (1) LITTLE | (0) NOT AT ALL |
|---|---|---|---|---|
| 74. I feel confident that dying for my faith would not be the worst thing that could happen to me. | 3 | | | |
| 75. I feel satisfaction in performing routine tasks for God's glory. | | 2 | | |
| 76. I have a desire to speak direct messages from God that edify, exhort, or comfort others. | | 2 | | |
| 77. I have helped needy Christians by guiding them to relevant portions of the Bible and praying with them. | | | | 0 |
| 78. I feel I could communicate biblical truths to others and see resulting changes in knowledge, attitudes, values, or conduct. | | 2 | | |
| 79. I have been able to perceive and apply biblical truth to the specific needs of the body of Christ. | | 2 | | |
| 80. I have studied and read a great deal to learn biblical truths. | 3 | | | |
| 81. I have a desire to effectively counsel the perplexed, the guilty, or the addicted. | | 2 | | |
| 82. I have accurately recognized whether a teaching is from God, from Satan, or of human origin. | | | 1 | |
| 83. I am so confident that God will meet my needs that I give to Him sacrificially and consistently. | | | | 0 |
| 84. I am happy when others get credit for what I do. | | | 1 | |
| 85. I would enjoy taking shut-ins out for a drive or assisting them in other practical ways. | | | | 0 |
| 86. I feel I could enjoy living in a foreign country. | | | 1 | |
| 87. I have a desire to speak messages which are primarily the gospel of salvation. | | | | 0 |
| 88. I have a genuine graciousness toward and appreciation for the guests who come to my home. | 3 | | | |
| 89. I have felt sure I knew God's specific will for the future growth of His work, even when others have not been so sure. | | | 1 | |
| 90. I have influenced others to accomplish a particular task or biblical purpose. | 3 | | | |
| 91. I am able to give directions to others and make decisions for them, rather than trying to persuade them to my way of thinking. | | | 1 | |

## MODIFIED HOUTS QUESTIONNAIRE

| For each statement, mark to what extent it is true of your life: MUCH, SOME, LITTLE, or NOT AT ALL. | (3) MUCH | (2) SOME | (1) LITTLE | (0) NOT AT ALL |
|---|---|---|---|---|
| 92. I have been an instrument for God's supernatural change in lives and events. | | 2 | | |
| 93. I have prayed for others so that healing occurred. | | | | 0 |
| 94. When I give a public message in tongues, I expect it to be interpreted. | | | | 0 |
| 95. I have interpreted tongues in a way that seemed to bless others. | | | | 0 |
| 96. I have a desire to be sent out by a church to start new churches. | | 2 | | |
| 97. I am single, but have little difficulty controlling my sexual desires. | | 2 | | |
| 98. God has consistently answered my prayers in tangible ways. | 3 | | | |
| 99. I feel that terrorist threats of death would not shake my faith. | 3 | | | |
| 100. I have been able to identify what needs to be done around the church and volunteer to help. | 3 | | | |
| 101. I have given messages of warning, judgment, or direction from the Lord. | | | 1 | |
| 102. I feel I can restore persons who have wandered away from their Christian community. | | 2 | | |
| 103. I have trained Christians to be more obedient disciples of Christ. | | 2 | | |
| 104. I have felt an unusual presence of God and personal confidence when important decisions needed to be made. | | 2 | | |
| 105. I have been able to distinguish key and important facts of Scripture. | | 2 | | |
| 106. I have comforted Christians in their afflictions or sufferings in such a way that they felt helped or healed. | | 2 | | |
| 107. I can see through a phony before his phoniness is clearly evident to most other people. | | 2 | | |
| 108. I have been willing to maintain a lower standard of living in order to benefit God's work. | 3 | | | |
| 109. I would be happy to be a teacher's aide in a Bible class. | | | 1 | |

## MODIFIED HOUTS QUESTIONNAIRE

| For each statement, mark to what extent it is true of your life: MUCH, SOME, LITTLE or NOT AT ALL. | (3) MUCH | (2) SOME | (1) LITTLE | (0) NOT AT ALL |
|---|---|---|---|---|
| 110. I would enjoy offering cheerful conversation to a lonely, shut-in person or someone in prison. | | | 1 | |
| 111. More than most, I have had a strong desire to see peoples of other countries won to the Lord. | | | | 0 |
| 112. I have a burden to seek out unbelievers in order to win them to Christ. | | | | 0 |
| 113. I have desired to make my home available to those in the Lord's service. | | 2 | | |
| 114. I can trust in the reliability of God when all else looks dim. | 3 | | | |
| 115. Others have followed me because I have had some expert knowledge which contributed to the edification of the Church. | 3 | | | |
| 116. I have enjoyed bearing the responsibility for the success of a group or organization. | | 2 | | |
| 117. In the name of the Lord, I have been able to recover sight to the blind. | | | | 0 |
| 118. I have prayed successfully for others for restoration of health apart from natural means. | | | | 0 |
| 119. When I speak in tongues, I believe it is edifying to the Lord's body. | | | | 0 |
| 120. I have interpreted tongues in such a way that the message appeared to be directly from God. | | | | 0 |
| 121. I have received a commission from Christians to exercise God-given authority among believers and unbelievers. | 3 | | | |
| 122. I can really identify with Paul's desire for others to be single as he was. | | | | 0 |
| 123. I desire to faithfully pray for others in ministry, since I recognize that their effectiveness depends upon it. | | 2 | | |
| 124. I can identify with persecuted Christians who will not recant to avoid imprisonment or death. | 3 | | | |
| 125. I respond cheerfully when asked to do tasks, even if they seem menial. | 3 | | | |

# FIVE STEPS
## TOWARD DISCOVERING YOUR SPIRITUAL GIFTS

**Step #1** **EXPLORE THE POSSIBILITIES.** (Learn what the gifts are, what characterizes them, how they function in the Body, etc.)

**Step #2** **EXPERIMENT WITH AS MANY AS YOU CAN.** (Don't be afraid to learn what gifts you <u>don't</u> have; it's just as important as knowing which ones you do have.)

**Step #3** **EXAMINE YOUR FEELINGS.** (Since God has put the Body together, when we are functioning in the proper area, we will be more effective and feel more fulfilled.)

**Step #4** **EVALUATE YOUR EFFECTIVENESS.** (Gifts are given to produce <u>results</u> for growth in the Body; exercising one's gift <u>will</u> produce--visibly--the result for which God designed the gift.)

**Step #5** **EXPECT CONFIRMATION FROM THE BODY.** (This may be the most important step. If you have a particular gift, other Christians will recognize it and let you know.)

# DISCOVER YOUR SPIRITUAL GIFTS

**PHASE I: Biblical Teaching About Spiritual Gifts**

A. What is the meaning of the "Body of Christ"? (Ephesians 1:21-23 and Colossians 1:18)

_____

B. What are Spiritual Gifts?

A spiritual gift is a special attribute given by the Holy Spirit to every member of the Body of Christ according to God's grace for use within the context of the body.

C. Who has Spiritual Gifts? (I Peter 4:10 and I Corinthians 12:7)

_____

D. The benefits of discovering, developing and using Spiritual Gifts:

They will benefit: (Ephesians 4:13-14)_____

They will: (I Peter 4:10-11)_____

They will benefit:_____

E. What happens if I decide not to discover, develop and use my Spiritual Gifts? (Matthew 25:14-30)

_____

F. Suppose everyone in our church decides to discover, develop and use their Spiritual Gifts, what will happen then?

1. The whole Body will (Ephesians 4:11-13)_____

2. The church will (Ephesians 4:12 and 16)_____

3. And, God will be (I Peter 4:10-11)_____

**PHASE II: The List of Spiritual Gifts**

A. To this point we have not been very specific about what a Spiritual Gift would look like. Let's take some time then to make a list of Spiritual Gifts.

In order to do that we will refer to the three key Biblical passages dealing with Spiritual Gifts that are asked for on the SGQ (Spiritual Gifts Quotient). Now, let's look at these passages and make a list of the gifts mentioned.

1) ROMANS 12:6-8

2) I CORINTHIANS 12:8-10, 28)

3) EPHESIANS 4:11)

4) Other gifts identified:

I CORINTHIANS 7:7

prophecy - preaching
ministry - serving
teaching
exhortation
giving
leading
mercy

wisdom
knowledge
faith
healing
miracles
prophecy
discernment
tongues
interpretation
apostle
teaching
administration
helps
evangelists
pastors

celibacy

I PETER 4:9_____

I CORINTHIANS 13:3_____

EPHESIANS 3:1-9_____

**NOTE:** The lists overlap at points: none is complete in itself. Perhaps the scriptures do not specifically name every gift that is available. Other gifts which appear to fit our definition are intercession and exorcism.

B. Now that we know the names of them, it is important to understand what Gifts are not.

1. Do not confuse Spiritual Gifts with Natural Talents.

2. Do not confuse Spiritual Gifts with Fruits of the Spirit (Galatians 5:22-23).

3. Do not confuse Spiritual Gifts with Christian Roles.

4. Do not confuse Spiritual Gifts with Counterfeit Gifts (Matthew 24:24).

C. How long do you keep your Spiritual Gift? (Romans 11:29)_____

hospitality

martyrdom

missionary

charity

irrevocable

## GIFT DEFINITIONS AND SCRIPTURE REFERENCES

The following four pages (10-13) contain suggested definitions of the spiritual gifts. While not meant to be dogmatic or final, these definitions and supporting scriptures do correspond to characteristics of the gifts as expressed in the Modified Houts Questionnaire.

| | |
|---|---|
| A. Prophecy. The gift of prophecy is the special ability that God gives to certain members of the body of Christ to receive and communicate an immediate message of God to his people through a divinely-anointed utterance. | I Cor. 12:10,28<br>Eph. 4:11-14<br>Romans 12:6<br>Luke 7:26<br>Acts 15:32<br>Acts 21:9-11 |
| B. Pastor. The gift of pastor is the special ability that God gives to certain members of the body of Christ to assume a long-term personal responsibility for the spiritual welfare of a group of believers. | Eph. 4:11-14<br>I Timothy 3:1-7<br>John 10:1-18<br>I Peter 5:1-3 |
| C. Teaching. The gift of teaching is the special ability that God gives to certain members of the body of Christ to communicate information relevant to the health and ministry of the body and its members in such a way that others will learn. | I Cor. 12:28<br>Eph. 4:11-14<br>Romans 12:7<br>Acts 18:24-28<br>Acts 20:20-21 |
| D. Wisdom. The gift of wisdom is the special ability that God gives to certain members of the body of Christ to know the mind of the Holy Spirit in such a way as to receive insight into how given knowledge may best be applied to specific needs arising in the body of Christ. | I Cor. 2:1-13<br>I Cor. 12:8<br>Acts 6:3 10<br>James 1:5-6<br>II Peter 3:15 |
| E. Knowledge. The gift of knowledge is the special ability that God gives to certain members of the body of Christ to discover, accumulate, analyze, and clarify information and ideas which are pertinent to the growth and well-being of the body. | I Cor. 2:14<br>I Cor. 12:8<br>Acts 5:1-11<br>Coloss. 2:2-3<br>II Cor. 11:6 |
| F. Exhortation. The gift of exhortation is the special ability that God gives to certain members of the body of Christ to minister words of comfort, consolation, encouragement, and counsel to other members of the body in such a way that they feel helped and healed. | Romans 12:8<br>I Timothy 4:13<br>Hebrews 10:25<br>Acts 14:22 |

G. Discerning of Spirits. The gift of discerning of spirits is the special ability that God gives to certain members of the body of Christ to know with assurance whether certain behavior purported to be of God is in reality divine, human, or Satanic.

I Cor. 12:10
Acts 5:1-11
Acts 16:16-18
I John 4:1-6
Matt. 16:21-23

H. Giving. The gift of giving is the special ability that God gives to certain members of the body of Christ to contribute their material resources to the work of the Lord with liberality and cheerfulness.

Romans 12:8
II Cor. 8:1-7
II Cor. 9:2-8
Mark 12:41-44

I. Helps. The gift of helps is the special ability that God gives to certain members of the body of Christ to invest the talents they have in the life and ministry of other members of the body, thus enabling those others to increase the effectiveness of their own spiritual gifts.

I Cor. 12:28
Romans 16:1-2
Acts 9:36
Luke 8:2-3 with
Mark 15:40-41

J. Mercy. The gift of mercy is the special ability that God gives to certain members of the body of Christ to feel genuine empathy and compassion for individuals (both Christian and non-Christian) who suffer distressing physical, mental, or emotional problems, and to translate that compassion into cheefully-done deeds which reflect Christ's love and alleviate the suffering.

Romans 12:8
Mark 9:41
Acts 16:33-34
Luke 10:33-35
Matt. 20:29-34
Matt. 25:34-40
Acts 11:28-30

K. Missionary. The gift of missionary is the special ability that God gives to certain members of the body of Christ to minister whatever other spiritual gifts they have in a second culture.

I Cor. 9:19-23
Acts 8:4
Acts 13:2-3
Acts 22:21
Romans 10:15

L. Evangelist. The gift of evangelist is the special ability that God gives to certain members of the body of Christ to share the gospel with unbelievers in such a way that men and women become Jesus' disciples and responsible members of the body of Christ.

Eph. 4:11-14
II Timothy 4:5
Acts 8:5-6
Acts 8:26-40
Acts 14:21
Acts 21:8

M. Hospitality. The gift of hospitality is the special ability that God gives to certain members of the body of Christ to provide an open house and a warm welcome to those in need of food and lodging.

I Peter 4:9
Romans 12:9-13
Romans 16:23
Acts 16:14-15
Hebrews 13:1-2

N. Faith. The gift of faith is the special ability that God gives to certain members of the body of Christ to discern with extraordinary confidence the will and purposes of God for his work.

I Cor. 12:9
Acts 11:22-24
Acts 27:21-25
Hebrews 11
Romans 4:18-21

O. Leadership. The gift of leadership is the special ability that God gives to certain members of the body of Christ to set goals in accordance with God's purpose for the future and to communicate these goals to others in such a way that they voluntarily and harmoniously work together to accomplish those goals for the glory of God.

I Timothy 5:17
Acts 7:10
Acts 15:7-11
Romans 12:8
Hebrews 13:17
Luke 9:51

P. Administration. The gift of administration is the special ability that God gives to certain members of the body of Christ to understand clearly the immediate and long-range goals of a particular unit of the body of Christ and to devise and execute effective plans for the accomplishment of those goals.

I Cor. 12:28
Acts 6:1-7
Acts 27:11
Luke 14:28-30

Q. Miracles. The gift of miracles is the special ability that God gives to certain members of the body of Christ to serve as human intermediaries through whom it pleases God to perform powerful acts that are perceived by observers to have altered the ordinary course of nature.

I Cor. 12:10,28
Acts 9:36-42
Acts 19:11-20
Acts 20:7-12
Romans 15:18-19
II Cor. 12:12

R. Healing. The gift of healing is the special ability that God gives to certain members of the body of Christ to serve as human intermediaries through whom it pleases God to cure illness and restore health apart from the use of natural means.

I Cor. 12:9,28
Acts 3:1-10
Acts 5:12-16
Acts 9:32-35
Acts 28:7-10

S. Tongues. The gift of tongues is the special ability that God gives to certain members of the body of Christ (a) to speak to God in a language they have never learned and/or (b) to receive and communicate an immediate message of God to his people through a divinely-anointed utterance in a language they have never learned.

I Cor. 12:10,28
I Cor. 14:13-19
Acts 2:1-13
Acts 10:44-46
Acts 19:1-7
Mark 16:17

T. Interpretation. The gift of interpretation is the special ability that God gives to certain members of the body of Christ to make known in the vernacular the message of one who speaks in tongues.

I Cor. 12:10,30
I Cor. 14:13
I Cor. 14:26-28

U. Apostle. The gift of apostle is the special ability that God gives to certain members of the body of Christ to assume and exercise general leadership over a number of churches with an extraordinary authority in spiritual matters which is spontaneously recognized and appreciated by those churches.

I Cor. 12:28
II Cor. 12:12
Eph. 4:11-14
Eph. 3:1-9
Acts 15:1,2
Gal. 2:7-10

V. Celibacy. The gift of celibacy is the special ability that God gives to certain members of the body of Christ to remain single and enjoy it; to be unmarried and not suffer undue sexual temptations.

I Cor. 7:7,8
Matt. 19:10-12

W. Intercession. The gift of intercession is the special ability that God gives to certain members of the body of Christ to pray for extended periods of time on a regular basis and see frequent and specific answers to their prayers, to a degree much greater than that which is expected of the average Christian.

James 5:14-16
I Timothy 2:1-2
Coloss. 1:9-12
Coloss. 4:12-13
Acts 12:12
Luke 22:41-44

X. Martyrdom. The gift of martyrdom is the special ability that God gives to certain members of the body of Christ to undergo suffering for the faith even to the point of death, while consistently displaying a joyous and victorious attitude which brings glory to God.

I Cor. 13:3
Acts 5:27-41
Acts 7:54-60
Acts 12:1-5
II Cor. 11:21-30
II Cor. 12:9-10

Y. Service. The gift of service is the special ability that God gives to certain members of the body of Christ to identify the unmet needs involved in a task related to God's work, and to make use of available resources to meet those needs and help accomplish the desired results.

II Tim. 1:16-18
Romans 12:7
Acts 6:1-7
Titus 3:14
Gal. 6:2,10

The Modified Houts Questionnaire does not cover the next two gifts:

Z. Exorcism. The gift of exorcism is the special ability that God gives to certain members of the body of Christ to cast out demons and evil spirits.

Matt. 12:22-32
Luke 10:17-20
Acts 8:5-8
Acts 16:16-18

AA. Voluntary Poverty. The gift of voluntary poverty is the special ability that God gives to certain members of the body of Christ to renounce material comfort and luxury and adopt a personal lifestyle equivalent to those living at the poverty level in a given society in order to serve God more effectively.

I Cor. 13:1-3
Acts 2:44-45
Acts 4:34-37
II Cor. 6:10
II Cor. 8:9

For a more complete description of these, you may want to read the book by C. Peter Wagner, Your Spiritual Gifts Can Help Your Church Grow, available in the church bookstore.

# The Gift of EXHORTATION

"Having gifts that differ according to the grace given us, lus use them... he who exhorts, in his exhortation .." (Romans 12:7).

The word "exhort" usually calls to mind a scene where someone in a highly changed manner gives a directive to others. The biblical meaning of the word is different from that. The root of exhort (paracaleo) is the same as the title for the Holy Spirit, (Counselor - John 4:16) and Christ (Advocate - I John 2:1). This immediately casts a favorable light upon the gift. In effect it says that the Holy Spirit as our Counselor and Christ as our Advocate very often minister their grace through people to those in need of this ministry. The people through whom they minister most fully are those with the gift of exhortation.

The gift of exhortation is the special ability that God gives to some in His family to bring counsel, challenge, encouragement and comfort so that those in need are helped.

Ministries: The most pertinent biblical example of the gift of exhortation is Barnabas, who is called the "son of encouragement." (Acts 4:36). There are several ways in which Barnabas demonstrated this gift:

1. He helped needy people (Acts 4:34-37). He was sensitive to needs.

2. He endorsed an unwelcome convert (Acts 9:27). Paul, after his dramatic "turnaround" on Damascus Road, was suspect to church leaders until Barnabas befriended him.

3. He accepted alien believers (Acts 11:19-24). Barnabas was at the forefront of bringing acceptance to Gentile converts in the midst of a Jewish-Christian church that questioned the inclusion of non-Jewish converts.

4. He enlisted a promising teacher (Acts 11:25,26). Barnabas went to Tarsus, where Paul was in seclusion and brought him into an effective teaching ministry in Antioch.

5. He was himself an effective teacher (Acts 13:5). Barnabas saw the potential in John Mark and patiently brought him along even after he had deserted Paul and Barnabas while on the first missionary journey.

There was a great blessing that the gift of encouragement brought to the Kingdom through Barnabas. Had not Barnabas used his gift of encouragement we might be missing half of the New Testament Books. Barnabas thus was indirectly responsible for the 13 epistles written by Paul and the Gospel written by Mark!

All Christians, of course, are to be encouragers. Hebrews 3:13 says, "Exhort (encourage) one another daily." The hallmark of the Christian -

# The Gift of
# APOSTLE

"And his gifts were that some should be apostles..." (Ephesians 4:11).

This gift is interpreted by some to be the same as that of a missionary. Others see it as a separate gift which deals with the oversight leadership of a number of churches in which supervision in spiritual matters is recognized and appreciated by those churches. (Wagner, Your Spiritual Gifts, p.208). The latter view is the one taken in this study.

The person with this gift has a manner that elicits confidence and respect from pastors and lay people of the churches. There is a spontaneous sense of authority that is not only accepted but appreciated. As a pastor of pastors and lay leaders this person excels in giving wise counsel in the midst of potentially divisive problem situations. He/she fosters the spiritual well-being of the churches.

Ministries: Many church denominations have an office that requires this gift. Some are called bishops, overseers, district superintendent, elders, moderator, executive secretary, etc. Practically speaking, some pastors and lay leaders function as counselors of churches without formally having the office.

CAUTION: Church offices are often filled by those who have no particular giftedness for the ministry required by the office. Often seniority, personality or politics become the criteria of selection. Leaders may become overwhelmed by the problems or threatened by a lack of cooperation from the churches.

# The Gift of
# SERVING AND HELPING

We will treat these gifts together for they are similar. "And God has appointed in the church...gifts of helps" (I Corinthinans 12:28).

These gifts refer to the special ability that God gives to certain members of His body to identify unmet needs in Christ's work and to aid in bringing resoucres to meet these needs and help accomplish the desired goal.

An example of these gifts in the early Christian church had to do with the ministry of caring for widows (Acts 6:1-7). Apparently, the apsotles were doing less than a good job in that area of need. When the seven deacons were chosen to care for this need, the apostles were freed to give themselves more fully to the ministry in which they were gifted - prayer and ministry of the Word. Note the net result in verse 7!

Paul's ministry was greatly increased by people who brought their strengths to fill the need areas created by Paul's leadership. Onesiphorus was such an example. Paul writes of him, "May the Lord give him a special blessing at the day of Christ's return. And you know how much he helped me at Ephesus" (II Timothy 1:16,17).

Ministries: Cooking and serving meals, clerical and secretarial tasks, fixing property, numerous types of support tasks that enable the essential mission of the church to be done.

CAUTION: Note that the use of these gifts is ministry! It is this type of gift that Paul calls "indispensable" and which is "invested with great honor" (1 Corinthians 12:22,23). It is wrong to think of this ministry as inferior. God has no flunkies.

The Gift of
LEADERSHIP AND ADMINISTRATION

"We have different gifts, according to the grace given us... if it is leadership, let them govern diligently" (Romans 12:6a,8c).

"And in the church God has appointed... those with gifts of administration..." (I Corinthians 12:28).

The gifts of leadership and administration while similar can be differentiated. The Greek word for administration is the word used to describe the person who steers a ship. The Greek word for leader is akin to the concept of the owner of the ship.

Persons with the gift of leadership are enthusiastic about the dreams and plans which make up the goals of the organization. They communicate these plans with clarity and are good at motivating people toward going and thus generate a ready following.

Persons with the gift of administration enjoy doing the things that make an organization function smoothly. This requires relating to the people involved in the work, reporting, troubleshooting, encouraging, attending planning sessions, making phone calls, etc.

Ministries: These two gifts are needed in both home and church. Those gifted in leadership function well in leading ministry area of the church or serving on committees and are responsible for conceptualizing the dreams and direction of an area of service. They may take the leadership role for a given project. Those with administrative gifts function best as expeditors of plans. They know how to get people involved to accomplish the task.

CAUTION: Be careful not to "use" people or see them as objects to accomplish goals. Also be careful not to allow this to be an "ego trip" or feel that these gifts are more important than those less "up front."

# The Gift of
# FAITH

"To one is given through the Spirit the utterance of wisdom...to another faith by the same Spirit..." (I Corinthians 12:9).

The Bible speaks of various types of faith.

1. Faith for salvation. "For by grace you are saved through faith" (Ephesians 2:8).

2. Faith for living the Christian life - "As you therefore have received Christ Jesus the Lord by faith, so walk in Him by faith.." (Colossians 2:6).

3. The gift of faith as mentioned in I Corinthians 12:9.

It is the gift given to some Christians which enables them to trust God for what seems to be the impossible. The is the mountain-moving faith spoken of by Christ in Matthew 17:20. The account of heroes of the faith in Hebrews II illustrates the presence of this gift in some Old Testament believers.

Ministries: Christians who have this gift are a great source of encouragement and blessing to the church. They have a vision for what can be accomplished in Christ's work and dare to trust God for it. Their faith stimulates others to take heart. Thus the church moves forward to do great things in the face of severe obstacles. Also, individuals facing severe personal problems are encouraged in their daily walk. People of mountain-moving faith help them to appropriate the power and presence of the Lord for coping with their personal struggles. At the same time, people who do not have the gift of mountain-moving faith ought not to feel inferior or become discouraged if they do not find that events turn out for them as seen in the life of the one who has the gift of faith.

While God has gifted certain persons with extra measures of faith to accomplish great tasks for His glory, every believer is encouraged to stretch in their faith to trust God to accomplish great things for Him. "Attempt great things for God -- expect great things from God."

CAUTION: Scripture indicates that this gift, like all others, count for nothing if the person does not have love. "And if I have all faith so as to remove mountains, and have not love, I am nothing" (I Corinthians 13:2). The fruit of the Spirit is necessary to make the gifts of the Spirit pleasing to God. People with the gift of faith may fail to recognize the need for other gifts required for the successful completion of the "faith project."

# The Gift of HOSPITALITY

"Practice hospitality ungrudgingly to one another" (I Peter 4:8).

"Let brotherly love continue. Don not neglect to show hospitality to strangers..." (Hebrews 13:12).

The gift of home hospitality is the special ability to welcome strangers and greet fellow members facilitating their participation in the services of the church so that a caring spirit is felt and ministry is fostered.

Ministries (Home): Think of the lonely people around us in the church who are hungry for times of fellowship in the warmth of a Christian home. Many singles are lonely. Some are young; some are elderly. We cannot overestimate the significance of this mission right at our doorstep!

Other examples of home hospitality opportunities which greatly aid Christ's work are: providing our home for get-acquainted potlucks, opening our house for the home Bible study fellowship and covenant family meetings. The opportunities are many.

It is a beautiful thing for members of God's family to "break bread together" and share their homes. Somehow this is wonderfully reminscent of the early Christians who always gathered in their homes because they had no church buildings.

Ministries (Church): Every church needs the ministry of hospitality when it gathers for worship, study, work, or whatever. It is this ministry that gives a good feel to the church as it gathers. All the members and especially the new people attending the church servicess need the ministry of hospitality to make them feel like they belong and are accepted. Greeters, ushers and information hosts all help the member and visitor feel cared for and welcome.

All of us can grow in our sensitivity to the significance of this ministry by placing ourselves in the place of the other person. A smile, a warm greeting, an invitation to have a cup of coffee together, a moment to give information with a genuine "Can I help you attitude" - this is the Christian family making the newcomer and member alike feel special.

CAUTION: There is the danger that those who have a special way with hospitality may assume that because it is natural for them it should be easy for everyone. All of can grow in our exercise of hospitality, but for some it will be a special area of ministry that God blesses and uses. There is also a danger that hospitality be done without genuineness and a spirit of love.

# The Gift of TEACHING

"Having gifts that differ according to the grace given to us, let us use them...he who teaches, in his teaching..." (Romans12:7).

This gift is the special ability to communicate God's truth to others so that there is understanding and the transference of His truth into life and behavior.

The gift is mentioned in all three of the primary lists of spiritual gifts: Romans 12, I Corinthians 12, and Ephesians 4. This emphasis probably indicates the importance of this gift in the life of the church as well as the fact that every church needs a high percentage of believers who have teaching as part of a gift mix. The exercise of this gift is central to the life of the church for Christ tells us to "Go, make disciples of the converts and thereby equips them to be ministering members of the Body.

Those who have this gift, love to study and get excited about communicating God's truth to others. They love to study the Bible, read resource materials, look for illustrations that illuminate God's truth, prepare visuals and other aids to learning.

Teaching is mentioned over 200 times in the New Testament and frequently it is combines with reference to preaching. This indicates that they are different and complimentary. They both have the Bible as their message. Preaching, however, has a formal one-way communication format instead of the informal lecture-discussion-sharing method. Preaching is more persuasion-oriented while teaching is more informational-oriented.

Ministries: The expression of this gift are many and varied. Some teach children, others youth, and others adults; some are good at one-to-one, others small clusters, and still others large groups; and there are various methods such as speaking, writing, music, drama, or sign langauge; some teach in structured programs while others in unstructured settings. An evidence of this gift is the result seen in people's lives - the result is not merely increased knowledge but spiritual growth and changed lives.

The Bible indicates that teaching of His Word (1) builds up people in the faith (Acts 20:32); (2) enables God's people to stand firm against the false winds of doctrine (Ephesians 4:14); (3) trains God's people in the use of their ministry gifts (Ephesians 4:11,12). One of the most beautiful and yet most neglected purposes of the teaching ministry is the latter, namely to "equip God's people for His work." This is the purpose of our Lay Ministry Training Program.

As in the other gift areas, the ministry of teaching is meant to be carried out by all Christians. All of us are teachers, whether or not we are especially gifted in this ministry. Hebrews 5:12 states, "You have been Christians a long time now, and you ought to be teaching others..." This -

# The Gift of PASTORING

"And his gifts were that some should be ...pastors..." (Ephesians 4:11).

The gift of pastoring is the special ability to provide for the spiritual welfare of a group of believers. The Greek word for pastor is the same as for shepherd. Hence they are to "feed the church of the Lord" (Acts 20:28). Thus the gift of pastoring and teaching are often coupled. Actually Ephesians 4:11 connects these two.

Pastors not only counsel and instruct the people, but they also protect them from division and false teaching. Pastors like shepherds guide the sheep, giving them direction for their life; they graze the sheep, feeding them and enabling them to grow in faith through the Word; and they guard the sheep, protecting them from damaging tendencies and influences.

Ministries: Areas in which this gift is excercised today are pastoring of congregations, but it includes more. Teachers, group leaders, pastoral care leaders, parents, friends who exercise care through informal relationships, etc.

The pastoral theme is used again and again in the Scripture to describe the Lord's care for His people, e.g., Psalms 23. In the past the Church has thought that the installed pastors of the congregations were responsible for doing all the shepherding of the flock. But it is clear that the role of care is to be done by all those in the congregation who have the gift of pastoring. People with gift need to be trained and given responsibility for the very large task of caring for the people of the church family.

CAUTION: It is easy to become ingrown and content with the flock. Jesus said, "I have other sheep, that are not of this fold; I must bring them also" (John 10:16).